

Unitarian Universalist Congregation of Charlottesville
BOARD OF TRUSTEES Board Minutes
May 26, 2026
Meeting held via zoom

In attendance: Carol Gardner, Jimmy Gorham, Achsah Carrier, Ellie Syverud, Bev Ryan, Carol Gardner, Kim Grover, Rev Tim Temerson, Rev Leia Durland-Jones, Ashley Cooley

Absent: John Griffith

Guests:N/A

I. Opening - (20 mins)

- Opening and Closing Words: Achsah Carrier
- Reporter: Bev Ryan
- Time Keeper: Kim Grover
- Process Observer: Ellie Syverud

1. Opening Words
2. Check-In: one to two minute check-in
3. Community Time / Public Comment - N/A
4. Acceptance of Agenda

MOTION: to Accept the agenda - Bev and Ellie seconded

5. Written Correspondence - N/A

II. Electronic Motions (1 minute)

1. Approval of the April minutes - done electronically

III. Business (60 min)

- Budget review for congregational meeting (30min) - Jimmy Gorham - Jimmy moved to adopt the budget for the budget to be presented at the 2026 Congregational Meeting, Ellie seconded and all approved.
- Public Witness Policy Task Force - appointments (5min) Carol Gardner (task force members: Barb Alag, Achsah Carrier, Marlene Jones and John Griffith (also Board Rep) - Tammy moved to accept and Ashley seconded - all approved
- Approve delegates for UUA General Assembly (5min) Carol Gardner (delegates: Wayne Arnason and Kathleen Rolenz) Kim moved to accept the delegates, Tammy seconded and all approved.
- Board to approve Congregational Meeting minutes, (10min) Carol Gardner.. I would like to propose that the Board discuss and vote on this statement. I will speak to this at the Board meeting, but Board members are encouraged to review this in advance. I find no wording in the Bylaws or Policy Manual that addresses this topic at all. If we approve this, then I think it should go into the Policy Manual. Draft minutes from a congregational meeting will be approved by the Board of Trustees. Bev moved to approved, Jimmy seconded and all approved

- Approval of minutes from June 8, 2025. (5min) Carol Gardner (minutes attached to report) Aschah moved to approve and Kim seconded all approved

Congregational meeting June 7 approve agenda (15min) Carol Gardner - Bev moved to approved and Ellie seconded - all approved

- **BREAK AND GRATITUDE CARDS (5 min)** - Please think of people the Board should recognize for their recent contributions to our church community. - Ashley Cooley to send a card to Elizabeth Breeden to thank you for the picnic. Tammy Wilt to send a card to Tamara Helms to thank her for hospitality duties and all else she does. Carol Gardner to send a note to Frank and Linda Dukes as they depart our congregation for all they have done for UUCVille.

IV. Reports (20 min) - Written reports can be found at the end of the minutes. *Votes mentioned in reports will be taken in the business portion of the meeting.*

1. **President's Report** (written)- Carol Gardner
2. **Vice President's Report** (written) - Beverly Ryan
3. **Treasurer's Report** (Written) - Jimmy Gorham
4. **Lead Minister's Report** - (written) - Rev. Tim Temerson -New member potluck, Sat 5/30 at the church. Search for AV Tech - had some responses, still ongoing.
5. **Minister of Faith Development's Report** (Oral) - Rev. Leia Durland-Jones - she is preparing for the annual report. She was on the panel for the Albemarle Rescue Squad, on how to deal with loss and grief. We are gifting them a wooden labyrinth to use in their wellness room. Mosaic squad is looking for different ways to connect with people of faith within the community. Met with the Board of Congregate Cville and June 24, we are hosting a luncheon to meet other people of faith. How to combine resources for free and fair elections in November. Follow up meeting in July, 2026 to keep momentum going.
Had Tea with the Elders, great turnout and discussion on how we can better support them. May add annual Elders Tea to keep engagement. Last Sunday was Sunny's first day as RE Assistant. They have already registered with Sparks Module for continuing education.
6. **Membership Report** (Oral) - 350 members - Rev Tim Temerson
7. **Board Liaison Reports**
 - Nom Committee: (Oral) John Griffith - N/A
 - Personnel Committee (Oral) - Beverly Ryan - Discussed AV position and it has been posted
 - Communications Committee (Oral) - Achsah Carrier - Angela Orebaugh and working on T-shirts. Judy Bias to create an overview on how to use GoogleDrive more effectively
 - Building Committee (Oral)- Kim Grover - Baseboard & drywall patches in lowerhall installed/fixed. Looking to "beautify" the lowerhall area. Discussing the repair of the Summit House parking lot, hopefully by mid-June, 2026. New social hall doors being installed by the end of the week.
 - Stewardship Steering Committee (Oral) Ellie Syverud - Discussed the Capital Campaign, likely a few years out due to planning. New member handbook is being used. Discussed succession planning. Also discussed following up with new members who didn't pledge.

- Mosaic Squad: (Oral) Ashley Cooley - Hosting lunch with Congregate Cville. Mosaic is focusing on get out the vote and free and fair elections.

V. Review Agenda Items for Next Meeting (5 min) Everyone have calendars to chat about board meeting dates moving forward and tentative date of the Board retreat

VI. Closing Activities (5 min)

1. Process Review – Ellie - meeting went well and we all listened to each other and did well with time
2. Things to do / communicate - Turn in reports for Congregational Meeting
3. Closing Words

Dates to remember

Next UU Charlottesville Executive Board Meeting: N/A

Next UU Charlottesville Board Meeting: June 10th - in person

President's Reports to the Board -

President's Report to the Board and Annual Report (2025-26)

May 2026

In looking back at this past year, my first year as President of the Board, what strikes me most is the enormous amount of important work being done by so many people in our congregation.

Our Sunday services feel vibrant, meaningful, thought-provoking and supportive. Our children and youth are nurtured and encouraged to grow by our wonderful RE program. Our many small group activities (e.g. covenant groups, AFD classes, support groups) create ways for us to get to know each other better, be in deeper fellowship, learn, grow spiritually, and be supported. We also care for our congregants through regular food sharing Sundays, meal delivery from CareNet, the Pastoral Care team, and support from our ministers.

In our local community we have been a visible presence at multiple protests and events this past year (with leadership from our Mosaic Squad). We help feed our neighbors with our Friday food pantry, provide and serve food at the Haven, and make hospital meal packets. We have partnered with so many local organizations that I'm losing count, to help with their events, provide financial support, work with their leaders, host meetings, and teach preschoolers. Our youth went on a life-changing service trip to help repair homes in Appalachia.

We have been together in celebration, at memorials, for work parties, for fun crafts, and at dinners, lunches and movie nights. We've marched, and sung, and shouted.

One thing that I particularly appreciate is that none of us could do this on our own. The ministers could not run an entire Sunday service by themselves (talented as they are). Each of the programs and activities I mentioned above (and many others I didn't call out specifically), only happen because people take time away from their families, work, and busy lives to organize, volunteer, donate, cook, sing, write, post, take photos, and serve. Our staff provide skills and support that are absolutely necessary to the running of the congregation. And all of us together provide the vast majority of funds that are used to support everything we do.

I feel like we are fulfilling our mission:

- Building community through love in action
- Together, cultivating a safe and welcoming place for all.
- Together, nurturing mind, heart, body, and spirit.
- Together, working for equity, justice, and peace for all people and the planet.

Submitted by: Carol Gardner, President

Submitted by: Carol Gardner, President

Vice President's Report to the Board:

Vice President's Report to the Board, May 2026

Personnel Committee/Staffing:

The Personnel Committee has posted a part time position for an AV tech for Sunday services. Hopefully will be able to fill this quickly!

The Connie Cheetham Award Committee:

This year's award went to Sharon Baiocco. She was presented the award at the service on May 3, 2026.

Annual Reports:

Annual reports from this year will soon be on the web and available for the congregational meeting.

Respectfully,
Bev Ryan

Treasurer's Report to the Board:

Treasurer's report, May 2026

Greetings to the Board and to the Congregation

- **Finance Committee:** The Finance Committee meeting met several times in May. We continued to work on refining the budget proposal in an iterative fashion based on feedback. A second item discussed was our seeking additional Finance Committee members, perhaps from among relatively new Church members.
- **26-27 Budget Proposal Preparation:** As mentioned, the budget process continued apace in May, with two presentations from me to the congregation. Only a handful of congregants attended each of those sessions, but the feedback was invaluable. I also continued to get feedback from the Buildings committee. The latest draft of the budget includes this feedback. The latest budget draft has been approved by the Finance Committee. I am pleased to submit a copy of the Budget proposal to the Board for consideration.
- **The newest draft of the 26-27 Proposed Budget is attached for consideration by the Board:**

I would like to highlight some key features of the Proposed Budget (see attachment):

- I present both the current budget proposal (Column B) as well as the April budget proposal (Column C).
- For easy comparison, in columns D and E are the current budget (approved June, 2025), and our current actuals as of April 30, i.e. through 5/6th (83.3%) of the fiscal year.
- As before, this draft is a *balanced* budget: budgeted revenue total exceeds budgeted expense total (+\$652)
- Please see my April report for previous comments on the Budget, which you voted to support at our April Board meeting. Here, I present only the changes made since we last met. If you refer to the Excel sheet, there are two categories of changes. Some changes (highlighted in red), are the result of more accurate predictions as computed by Sandra. I do not plan to discuss these, but will of course at Board request. Other changes (highlighted in blue) result from feedback and conversations since we last met, and I plan to discuss these changes at the Board meeting.

- Changes to the revenue side:

- Lines 4410, 4420, 4520. We have increased anticipated revenue from the Fall Auction, Yard Sale, and Bank Interest. In the April version, these had been overly conservative. We have adjusted upward based on last year's results and (for Bank Interest) anticipated better returns.

- Line 4530. We restore a transfer from our Endowment. This is how we will pay for the interest payments on the Summit House Bond debt. I have added verbiage (line 4530) that explicitly makes clear the purpose of this transfer. (Note that the amount to transfer (\$5775) is less than half of what was budgeted last year (\$11,800).) The use of the Endowment this way is consistent with our Bylaws:

- *Each year up to five percent (5%) of the general Endowment Funds' market value may be used for...**extraordinary** expenses beyond those in the normal operating budget, including **debt reduction**;* UUCville Bylaws; Article XIV.1; p. 14. (**Bold** emphasis is my own /jdg)

■ Changes to the Expense side:

- Line 5110. We increased the Cleaning Service expense by \$700 to support a raise for Julia, who has not gotten a raise in several years.

- Line 5558. We have included a new line item for Floor and Carpet: Waxing and Deep Cleaning. This resulted from extensive discussions with the Building Committee. We specifically recognize in the budget this important maintenance item, and establish this as a service under the auspices of the Building Committee.

- Line 5560. We restore B&G Reserve Funding. This resulted from extensive discussions with the Building Committee, who clarified that there is potentially expensive preventive maintenance coming up in the next 5-10 years for which we should save money each budget cycle. An example is the Social Hall HVAC system, which is >20 years old.

- Line 5802. At the most recent budget presentation (May, 2021), Stan Walker clarified the flow of funding for the Summit Bonds. In the April budget proposal, we had reduced this amount from \$5,775 to \$844. Following Stan's explanation, we restore the full \$5,775.

- **Monthly Financial Statements for April 30**

As usual, see two separate pdf documents for Budget v. Actuals, and for the Statement of Financial Position; these have been prepared by Sandra from Quickbooks. As in

previous Treasurer's reports, I have prepared my own version of the SOFP (see separate Word document), for those who may prefer this format; the numbers should be identical to those in Sandra's report. As a reminder, to make it easier to interpret, I have removed the parts on "Fixed Assets" and "the Bonds and Trusts" as those do not change from month to month. I do include our long-term liabilities, to keep us aware of them.

Note that as of April 30, actual revenues (\$513K) exceed actual expenses (\$498K).

- **End of FY27 Statement:** Given how busy the budget season has been (and this is my inaugural year as Treasurer), I have not had the time to prepare an end-of-year statement in time for the May Board meeting. I intend to have this ready by the June 7 Congregational meeting.

Thank you, Jimmy G, UUCville Treasurer.

Submitted by: **Jimmy Gorham**, Treasurer

Lead Minister's Report to the Board:

Lead Developmental Minister Report

Rev. Tim Temerson

Submitted May 2026

What a year we have experienced at the UU Congregation of Charlottesville since I wrote my last annual report. Our congregation is growing rapidly both in terms of members and programs. The 2025-26 church year included some extraordinary achievements, including another record-breaking pledge drive, welcoming 37 new members, witnessing significant increases in Sunday morning attendance, holding very successful fundraisers and social events like the annual yard sale and fall auction, building new community partnerships, and so much more. We are truly a congregation that is, as our UU values remind us, putting love at the center!

One of the great joys of serving the UU Congregation of Charlottesville is the opportunity it affords me to work with a talented and dedicated staff. Last month we received exciting news that Rev. Leia Durland-Jones, who has served our congregation for over thirty years, is receiving the Angus MacLean award for excellence in religious education from the Unitarian Universalist Association. The award is very richly deserved and UUCville is blessed to have one of the leading UU religious educators in the country. I cannot stress enough what a tremendous ministerial partner and colleague Rev. Leia is and I am better able to serve UUCville because of her presence. Scott

DeVeaux had a strong year as our Director of Music and Scott has taken on a leadership role in the community by helping to lead and organize “resistance choirs” which are playing an important role at protests and other public witness events. A word of thanks to Accompanist, John Mayhood, for his beautiful piano music. Sandra Schwartz continues to do an amazing job as our Operations Manager and Sandra has dramatically improved our financial management and her expertise enables the church to save considerable money by eliminating unnecessary support services. Sandra has also worked on upgrading our digital platforms and IT support. Our Building Manager, Steve Rogers, has brought organization and accountability to the contracted services that maintain our building and he has also been heavily involved in building projects, including the replacement of the social hall floors and doors. Bryn Malone concluded their time as our Religious Education Assistant and recently left us to pursue pre-med studies. Sunny Manato (formerly Nash Ford) has assumed the role of RE assistant, transitioned away from being our AV Tech, and continues to serve as our office assistant. Sunny brings considerable skill to their positions and played a critical role in this year’s pledge drive.

I can’t possibly name all the fabulous lay leaders who give so much of their time and talent to the UU Congregation of Charlottesville. I have been blessed to work alongside a very healthy and dedicated Board of Trustees, led by Board President, Carol Gardner, who is concluding her first year of service. Carol’s wise leadership, attention to policies and procedures, and ability to get things done have been a wonderful gift. The other members of the executive team are equally effective and visionary, and I have thoroughly enjoyed working with Bev Ryan (who is concluding her service as vice president), Tammy Wilt, and Jimmy Gorham. I also want to thank the at-large board members, including John Griffith, Ellie Syverud, Achsah Carrier, Kim Grover, and Ashley Cooley. Achsah is concluding her service on the board and we are so grateful for all she and Bev have done.

Below are some important developments/accomplishments during the 2025-26 church year.

- **Conclusion of the Glenn Short Trust** – thanks to the very generous bequest made by the late Glenn Short in 2019 and the hard work of the committee designated to oversee the bequest (Sally Taylor, Dick Somer, Don Landis, and Bev Ryan), we celebrated the conclusion of Glenn’s bequest and the many improvements it brought to our building. There are too many to list but suffice it to say that our space is more energy efficient, more inclusive, and more welcoming thanks to Glenn and the committee.

- **Food and Housing** - UUCville continued to offer life-sustaining support with the Food Pantry and Soup Kitchen programs as well as our annual hosting of unhoused guests from Pacem. Many thanks to Elizabeth Breeden and Bonnie Hansen for their leadership and to the many volunteers who make these programs possible.
- **Fair Trade Olive Oil** – As part of its effort to work for justice in Palestine, the UUCville Palestine/Israel Action Group (PIAG) sold fair trade olive oil from the organization Canaan Palestine between mid-November and mid-December. Much to the groups' surprise, the congregation purchased over \$5,000 of olive oil and raised almost \$1,200 thanks to a nonprofit program from Canaan Palestine. The PIAG decided to use those funds to make a donation to the Palestine American Medical Association (PAMA) to help support health care in Gaza.
- **Community Partnerships** – We continued our work with Sin Barreras, hosting and teaching a Pre-K English readiness class for 3- and 4-year-olds. Many volunteers, including teachers, door watchers, and drivers, made the program possible. UUCville volunteers continued to offer support to a family we met through our partnership with City of Promise. We also worked with PHAR (Public Housing Association of Residents) and played an active role in the 2025 Westhaven Community Day. Most recently, we have partnered with the Uhuru Foundation, a reentry program for those coming out of incarceration. To this point, volunteers have helped with gardening at one of Uhuru's locations.
- **UUCville/Sojourners UCC Shared Worship** – Thanks to a request from our friends at Sojourners UCC to share our worship space while they hosted guests from Pacem, we welcomed Sojourners to UUCville in early November 2025. Pastor Karen Mann from Sojourners led a memorable service and members of Sojourners joined our choir for several songs.
- **Cville Pride** – UUCville was once again a very visible presence at Charlottesville Pride. Numerous volunteers of all ages staffed our booth and we met many wonderful people.
- **Guest Ministers and Pulpit Exchanges** – In addition to Pastor Karen, UUCville heard from a number of important voices on Sunday morning, including Pastor Lehman Bates from Ebenezer Baptist Church, Rev. Paul Oakley from the UU Fellowship of Waynesboro, Rev. Adam Dyer from UVA, UU ministerial candidate, Kirstin Fritz, and retired UU minister Rev. Annie Forester.
- **Congregational Survey and Volunteer Coordinators** – In August of 2025, David Mellor and Cathy Sanders agreed to serve as our volunteer coordinators. Cathy and David organized a very successful Service Fair in September, attended newcomer circles and new member classes, and organized and distributed a gifts and interests survey. Over 90 members

and friends completed the survey and we are looking forward to helping folks make connections.

- **“Help Each Other” Signs and Rededicating the Peace Pole** – In late September of 2025 UUCville rededicated the peace pole near the Edgewood Lane entrance and kicked off a wonderful initiative in which members of the congregation and the community were invited to take signs that simply said “Help Each Other” and place them in their yards or around Charlottesville. The initiative was very successful and the peace pole rededication appeared on the local TV news.
- **The Mosaic Squad and Resistance** – With the support of the UUCville Mosaic Squad, many UUCville members and friends have been participating in local protests held in Charlottesville, including No Kings protests. We have also been donating meeting space to organizations like Indivisible and the Legal Observers.
- **Rites of Passage** – I officiated at four memorial services this church year, for Dave Dawson, John Pfaltz, Zulaima Weinschenk, and Thom Lewis.

Let me conclude by simply saying that in these difficult times, the mission and ministries of UUCville, both within and beyond our walls, are more important than ever. Every day it feels as if the world is moving in the wrong direction. I believe that our congregation can and must be a beacon of love and hope. I am so proud of all that we are doing and am excited for our future. Together, we are putting love into action!

Respectfully Submitted,

Rev. Tim Temerson

Rev. Tim, Lead Minister

Minister of Faith Development's Report: Rev Leia Durland Jones -

Unitarian Universalist Congregation of Charlottesville
Budget vs. Actuals: July 2025 - April 2026 (83.3%)

	Total			
	Actual	Budget	Remaining	% of Budget
Revenue				
4000 Non-Profit Revenue FY25-26			0	
4100 Pledged Donations FY 2025-26			0	
4110 Current Year Pledges FY 2025-26	426,139	488,250	62,111	87.28%
4120 Current Year Pledge Match FY 2025-26	14,060	12,060	-1,990	116.50%
4130 Prior Year Pledges FY 2024-25	8,508	3,000	-5,508	283.59%
Total 4100 Pledged Donations FY 2025-26	\$ 448,696	\$ 503,310	\$ 54,614	89.15%
4200 Non-Pledged Donations FY 2025-26			0	
4210 Current Year Unpledged Donations FY 2025-26	11,466	7,000	-4,466	163.81%
4220 Offering / Plate Cash FY 2025-26	7,188	10,000	2,812	71.88%
Total 4200 Non-Pledged Donations FY 2025-26	\$ 18,654	\$ 17,000	\$ -1,654	109.73%
4400 Fundraising Events			0	
4410 Spring Auction	430	6,000	5,570	7.17%
4420 Fall Auction	8,442	6,500	-1,942	129.87%
4430 Yard Sale	15,970	7,500	-8,470	212.93%
4450 Other Fundraising Revenue	275	2,000	1,725	13.75%
4455 RaiseRight, Scrip, Kroger Revenue	752	1,000	248	75.23%
4460 Hospitality Contributions	147	250	103	58.92%
Total 4450 Other Fundraising Revenue	\$ 1,175	\$ 3,250	\$ 2,075	36.14%
Total 4400 Fundraising Events	\$ 26,017	\$ 23,250	\$ -2,767	111.90%
Total 4000 Non-Profit Revenue FY25-26	\$ 493,367	\$ 543,560	\$ 50,193	90.77%
4500 Other Revenue			0	
4510 Building Use Fees	17,905	22,500	4,595	79.58%
4520 Bank Interest	1,293	800	-493	161.65%
4530 Endowment Withdrawal for Operating Income		11,800	11,800	0.00%
4580 Transfer from Operating Reserve		5,000	5,000	0.00%
4610 CEF Bond Income		908	908	0.00%

4620 Cheetham Fund (RE)		826	826	0.00%	
4630 Abrahamse Fund (Music)		774	774	0.00%	
4640 Bristol Fund (B & G)		3,259	3,259	0.00%	
Total 4500 Other Revenue	\$	19,198	\$ 45,867	\$ 26,669	41.86%
Total Revenue	\$	512,566	\$ 589,427	\$ 76,861	86.96%
Gross Profit	\$	512,566	\$ 589,427	\$ 76,861	86.96%
Expenditures					
5000 Administrative Expenses				0	
5010 Communications	1,293	3,000	1,707	43.11%	
5020 Multi-Peril Insurance	7,368	15,000	7,632	49.12%	
5060 Hospitality	2,061	2,500	439	82.43%	
5070 Personnel Committee		400	400	0.00%	
5090 Safety and Security	560	500	-60	112.03%	
Total 5000 Administrative Expenses	\$	11,282	\$ 21,400	\$ 10,118	52.72%
5100 Cleaning & Supplies				0	
5110 Cleaning Service	13,960	21,000	7,050	66.43%	
5120 Kitchen, Bathroom & Cleaning Supplies	1,461	2,000	539	73.05%	
Total 5100 Cleaning & Supplies	\$	15,411	\$ 23,000	\$ 7,589	67.00%
5200 Office Expense and Supplies				0	
5210 Office Supplies	1,319	2,000	681	65.93%	
5220 Online Subscription Fees	2,110	5,500	3,390	38.36%	
5230 Photocopies and Printing	2,068	2,100	32	98.48%	
5240 Postage	482	1,100	618	43.84%	
5250 IT Support	6,225	3,500	-2,725	177.86%	
5260 Computer Maintenance/Upgrade	713	2,000	1,287	35.64%	
Total 5200 Office Expense and Supplies	\$	12,917	\$ 16,200	\$ 3,283	79.73%
5300 Utilities				0	
5310 717 Main Bldg Electricity	7,963	7,000	-963	113.76%	
5320 Summit House Electricity	2,436	3,000	564	81.20%	
5330 Edgewood Lane Parking Lot Electricity	319	300	-19	106.28%	
5340 717 Main Bldg Gas, Water, & Sewer	3,333	4,000	667	83.33%	

5350 Summit Gas, Water & Sewer	925	1,700	775	54.42%
5360 Telephone & Internet	5,438	3,600	-1,838	151.05%
5370 Trash and Recycling	1,372	1,500	128	91.47%
5380 Stormwater Assessment Fee	497	1,100	603	45.16%
Total 5300 Utilities	\$ 22,283	\$ 22,200	\$ -83	100.37%
5400 Legal & Professional Fees			0	
5410 Accounting Fees		3,000	3,000	0.00%
5420 Legal Expense	49	500	451	9.80%
Total 5400 Legal & Professional Fees	\$ 49	\$ 3,500	\$ 3,451	1.40%
5550 Buildings and Grounds			0	
5551 Main Building Maintenance Expenses	2,503	3,000	497	83.43%
5552 Buildings Contractual Maintenance	8,079	12,270	4,191	65.84%
5553 Bristol Fund Expense (B&G)	658	3,259	2,601	20.19%
5554 Summit House Maintenance Expenses	798	1,500	702	53.21%
5556 Grounds Contractual Services	4,860	7,000	2,340	66.57%
5559 Gardens and Grounds Expenses	2,043	2,000	-43	102.14%
5560 Buildings & Grounds Reserve Expense	3,000	3,000	0	100.00%
5562 Facility Improvement Projects	4,419	5,500	1,081	80.34%
5563 Furniture & Equipment	57	750	693	7.56%
Total 5550 Buildings and Grounds	\$ 26,216	\$ 38,279	\$ 12,063	68.49%
5600 Personnel Expenses			0	
5610 Payroll - Benefits			0	
5611 Dental Insurance	1,905	1,758	-147	108.34%
5612 Health Insurance	27,474	30,467	2,993	90.17%
5613 Life Insurance	1,400	2,154	754	65.01%
5614 Long Term Disability	2,185	3,752	1,568	58.22%
5615 Pension	21,389	24,225	2,836	88.29%
Total 5610 Payroll - Benefits	\$ 54,352	\$ 62,356	\$ 8,004	87.16%
5620 Wages & Payroll Tax			0	
5621 Wages	227,299	257,138	29,839	88.40%
5622 Payroll Taxes	12,273	15,989	3,716	76.76%

5623 Payroll - Payment In Lieu of FICA	7,708	7,365	-343	104.66%
5624 Minister Housing Allowance	48,542	48,133	-409	100.85%
Total 5620 Wages & Payroll Tax	\$ 295,822	\$ 328,625	\$ 32,803	90.02%
5630 Professional Development Expenses			0	
5631 Lead Minister Prof Expenses	1,284	3,000	1,716	42.80%
5632 Minister of Faith Development Prof Expenses	3,800	6,000	2,200	63.33%
5633 Operations Manager Professional Expenses	206	1,250	1,044	16.50%
5634 Dir of Music Prof Expenses	367	750	383	48.88%
Total 5630 Professional Development Expenses	\$ 5,657	\$ 11,000	\$ 5,343	51.43%
5640 Payroll Processing Fees	4,475	5,900	1,425	75.84%
5650 Workers' Compensation Insurance	684	1,500	817	45.57%
5670 Sabbatical Reserve Expense	500	500	0	100.00%
Total 5600 Personnel Expenses	\$ 361,490	\$ 409,881	\$ 48,391	88.19%
5700 Financial Services Charges			0	
5710 Bank Fees	13	150	137	8.73%
5720 Financial Service Fees	3,796	4,000	204	94.90%
5730 Credit Card Fees		50	50	0.00%
Total 5700 Financial Services Charges	\$ 3,809	\$ 4,200	\$ 391	90.70%
5800 Debt Service			0	
5801 Payment on 2019 Unsecured Loan	5,000	5,000	0	100.00%
5802 CEF Bonds Interest Expense		5,775	5,775	0.00%
Total 5800 Debt Service	\$ 5,000	\$ 10,775	\$ 5,775	46.40%
5900 General Operating Reserve (Contingency)	6,000	6,000	0	100.00%
Total 5000 Administrative Expenses	\$ 475,739	\$ 555,435	\$ 79,696	85.65%
6000 Program Expenses			0	
6020 UUA Annual Program Fund	5,000	5,000	0	100.00%
6100 Worship Expenses			0	
6110 Worship Supplies and Subscriptions	233	400	167	58.28%
6120 Guest Preacher	1,865	750	-1,115	248.67%
Total 6100 Worship Expenses	\$ 2,098	\$ 1,150	\$ -948	182.44%
6130 Music Expense			0	

6140 Pianist	3,375	3,600	225	93.75%
6150 Abrahams Fund (Music) Expense	774	774	0	99.98%
6160 Instrument service	369	1,050	681	35.14%
6170 Music Supplies	250	250	0	100.00%
Total 6130 Music Expense	\$ 4,768	\$ 5,674	\$ 906	84.03%
6200 Faith Development			0	
6210 Cheetham Fund Expense (RE)	800	826	26	96.85%
6220 RE Children & Youth	4,832	6,000	1,368	77.20%
6230 Women's Spirit		100	100	0.00%
Total 6200 Faith Development	\$ 5,432	\$ 6,926	\$ 1,494	78.43%
6300 Beloved Community			0	
6310 Caring Community		75	75	0.00%
6320 Childcare	1,661	3,250	1,589	51.12%
6330 Family Ministry	185	750	565	24.67%
6340 Fun & Friendship		500	500	0.00%
6350 Inclusivity Ministry		500	500	0.00%
6360 Membership & Member Tracking	155	500	345	31.01%
6370 Volunteer Coordination		100	100	0.00%
6380 Young Adults / Campus Outreach	152	500	348	30.31%
6390 Campus Plan		3,000	3,000	0.00%
Total 6300 Beloved Community	\$ 2,153	\$ 9,175	\$ 7,022	23.46%
6400 Faith Witness - External			0	
6410 Community Partnerships (Social Action Council)	412	1,500	1,088	27.47%
6420 Interfaith Ministries	408	400	-8	101.88%
6430 Ministry for Earth	360	500	140	72.00%
6440 Justice Ministries	812	1,000	188	81.24%
Total 6400 Faith Witness - External	\$ 1,992	\$ 3,400	\$ 1,408	58.59%
Total 6000 Program Expenses	\$ 21,443	\$ 31,325	\$ 9,882	68.45%
7000 Fund Raising Expense			0	
7100 Pledge Program Expense	95	300	205	31.71%
7200 Other Fundraising Expense	1,009	900	-109	112.10%

Total 7000 Fund Raising Expense	\$	1,104	\$	1,200	\$	96	92.00%
Total Expenditures	\$	498,286	\$	587,960	\$	89,674	84.75%
Net Operating Revenue	\$	14,280	\$	1,467	\$	-12,813	973.42%
Net Revenue	\$	14,280	\$	1,467	\$	-12,813	973.42%

Thursday, May 07, 2026 11:09:40 AM GMT-7 - Accrual Basis

Statement of Financial Position
Unitarian Universalist Congregation of
Charlottesville
As of Apr 30, 2026

	Total
Assets	
Current Assets	
Bank Accounts	
1000 UVA CCU Checking (80)	0
1010 General Fund	68,144
1040 Restricted Funds	5,805
Total for 1000 UVA CCU Checking (80)	73,949
1100 Money Market	120,682
1020M Donor Restricted Funds	
1020-01M Adult Faith Development	6,814
1020-02M Children's Service Offering	764
1020-03M Cluster Conference RJ Funds	153
1020-04M Coming of Age	1,933
1020-05M Food Pantry	10,353
1020-06M Green Building Improvements	1,036
1020-07M IHS Meal Packets	6,785
1020-08M Labyrinth Project	713
1020-09M Minister's Discretionary Fund	9,387
1020-10M Music Programs	214
Total for 1020M Donor Restricted Funds	38,151
1030M Board Designated Funds	
1030-01M Building & Grounds Reserve Fund	17,708
1030-02M Capital Reserve Fund	983
1030-03M Operating Reserve	21,621
1030-05M Sabbatical Fund	2,953
1030-06M Remembrance Garden	13,335
Total for 1030M Board Designated Funds	56,601
Total for 1100 Money Market	215,434
1200 UVA CCU Savings (00)	5,986
Total for Bank Accounts	295,370
Other Current Assets	
1500 UU Common Endowment Fund	783,494
1600 Member Bonds	
1610 Bonds Held by Restricted Funds	
1611 Cheetham Bonds Principal (RE)	16,214
1612 Bristol Bonds Principal	62,077
1613 Abrahamse Bonds Principal	15,642

Total for 1610 Bonds Held by Restricted Funds	93,933
1620 CEF Bonds Principal	16,067
Total for 1600 Member Bonds	110,000
Total for Other Current Assets	903,494
Total for Current Assets	1,198,863
Fixed Assets	
1700 Church Building	830,529
1710 Church Addition	572,114
1720 Church Land	55,000
1730 Summit House Building	475,148
1740 Summit House Land	150,000
1800 Furniture & Fixtures	513
Total for Fixed Assets	2,083,304
Total for Assets	3,282,167
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable	2,000
Total for Accounts Payable	2,000
Credit Cards	
2030 Ramp Card	1,488
Total for Credit Cards	1,488
Other Current Liabilities	
2060 Health Premium WH	2,863
2070 Dental Premium WH	162
2100 Other Liabilities Total	
2120 Public Radio Fund	120
2130 Social Action Collections (SAC)	4,657
2137 Future Year Pledges	31,708
2138 Future Year Pledge Matches	550
2139 Future Year Income	240
Total for 2100 Other Liabilities Total	37,275
2400 Reserve Projects	
2401 Buildings and Grounds Projects	
2401-2024-00 Summit House Porch Project	440
Total for 2401 Buildings and Grounds Projects	440
Total for 2400 Reserve Projects	440
Total for Other Current Liabilities	40,740
Total for Current Liabilities	44,228
Long-term Liabilities	
2230 Long Term Liabilities	
2231 Summit House Bonds	110,000

2232 No Interest Member Loan	24,000
Total for 2230 Long Term Liabilities	134,000
Total for Long-term Liabilities	134,000
Total for Liabilities	178,228
Equity	
3000 Net Assets (Equity)	2,731,344
Retained Earnings	297,459
Net Income	75,135
Total for Equity	3,103,939
Total for Liabilities and Equity	3,282,167

Accrual Basis Thursday, May 07, 2026 02:12 PM GMT-04:00

Bank Accounts	
1010 General Fund	\$68,144
1020 Donor Restricted Funds	\$38,151
1030 Board Designated Funds	\$56,600
1040 Restricted Funds	\$5,805
1100 Money Market	\$120,682
1200 UVA CCU Savings (00)	\$5,986
Total for Bank Accounts	\$295,369
1500 UU Common Endowment Fund	\$793,494
TOTAL	\$1,088,863
1020 Restricted Funds	
1020-01 Adult Faith Development AFD	\$6,814
1020-02 Children's Service Offering	\$764
1020-03 Cluster Conference RJ Funds	\$153
1020-04 Coming of Age	\$1,933
1020-05 Food Pantry	\$10,353
1020-06 Green Building Improvements	\$1,036
1020-07 IHS Meal Packets	\$6,785
1020-08 Labyrinth Project	\$713
1020-09 Minister's Discretionary Fund	\$9,387
1020-10 Music Programs	\$214
TOTAL	\$38,151
Donor Restricted Funds	
1030 Board Designated Funds	
1030-01 Building & Grounds Reserve Fund	\$17,708
1030-02 Capital Reserve Fund	\$983
1030-03 Operating Reserve	\$21,621
1030-05 Sabbatical Fund	\$2,953
1030-06 Remembrance Garden	\$13,335
TOTAL	\$56,600
Board Designated Funds	
Long-Term Liabilities (Debt)	
2231 Summit House Bonds (Details below)	110,000
2232 No Interest Member Loan	24,000
Total for 2230 Long Term Liabilities	134,000

1611 Cheetham Bonds Principal (Religious Education)	\$16,214	Total for 1610 Bonds Held by Restricted Funds	\$93,933
1612 Bristol Bonds Principal (Building and Grounds)	\$62,077		
1613 Abrahamse Bonds Principal (Music)	\$15,642		
1620 Common Endowment Funds (CEF) Bonds Principal	\$16,067	total for CEF Bonds Principal	\$16,067

Pledge Drive Main pledge	\$ 533,558	\$ 533,558		
Overall: projected revenue - projected expenses	\$ 652	\$ 2,167	i.e. proposed budget is balanced, @ net +\$652	
Accounts	2026-7		2025-6	
	Proposed budget, May 2026	Proposed budget supported at the April 2026 meeting	Last year's approved budget	5/6 year actuals, through April, 2025
Income				
4000 Non-Profit Revenue FY25-26				
4100 Pledged Donations FY 2025-26				
4110 Current Year Pledges FY 2025-26	\$ 506,880	\$ 506,880	\$ 488,250	\$ 426,139
4120 Current Year Pledge Match FY 2025-26	\$ 11,475	\$ 11,475	\$ 12,060	\$ 14,050
4130 Prior Year Pledges FY 2024-25	\$ 5,000	\$ 5,000	\$ 3,000	\$ 8,508
	\$ 523,355	\$ 523,355	\$ 503,310	\$ 448,696
4200 Non-Pledged Donations FY 2025-26				
4210 Current Year Unpledged Donations FY 2025-26	\$ 11,000	\$ 11,000	\$ 7,000	\$ 11,466
4220 Offering / Plate Cash FY 2025-26	\$ 8,800	\$ 8,800	\$ 10,000	\$ 7,188
	\$ 19,800	\$ 19,800	\$ 17,000	\$ 18,654
4400 Fundraising Events				
4410 Spring Auction	\$ -	\$ -	\$ 6,000	\$ 430
4420 Fall Auction	\$ 10,000	\$ 8,500	\$ 6,500	\$ 8,442
4430 Yard Sale	\$ 14,500	\$ 13,000	\$ 7,500	\$ 15,970
4450 Other Fundraising Revenue	\$ -	\$ -	\$ -	\$ -
4455 RaiseRight, Scrip, Kroger Revenue	\$ 1,000	\$ 1,000	\$ 1,000	\$ 752
4460 Hospitality Contributions	\$ 400	\$ 400	\$ 250	\$ 147
4465 Art Sale Commission/Misc Fundraising Revenue	\$ 500	\$ 500	\$ -	\$ 275
	\$ 26,400	\$ 23,400	\$ 21,250	\$ 26,017
4500 Other Revenue				
4510 Building Use Fees	\$ 15,500	\$ 15,500	\$ 22,500	\$ 17,905
4520 Bank Interest	\$ 1,600	\$ 1,400	\$ 800	\$ 1,293
4530 Endowment Transfer				
Supports Summit House Bond Debt Interest Expenses (\$5,775): Abrahamse Fund, the Bristol Trust, the Cheatham Fund (\$4,931 total); The remainder (\$844) is held by the Common Endowment Fund	\$ 5,775	\$ -	\$ 11,800	\$ -
4580 Transfer from Operating Reserve	\$ 11,000	\$ 11,000	\$ 5,000	\$ -
4610 CEF Bond Income	\$ -	\$ 844	\$ 916	\$ -
4620 Cheatham Fund (RE)	\$ 851	\$ 851	\$ 826	\$ -
4630 Abrahamse Fund (Music)	\$ 821	\$ 821	\$ 774	\$ -
4640 Bristol Fund (B & G)	\$ 3,259	\$ 3,259	\$ 3,259	\$ -
	\$ 38,806	\$ 33,675	\$ 45,875	\$ 19,198
Total Income	\$ 608,361	\$ 600,230	\$ 587,435	\$ 512,566
				87.3%

+

Pledge Drive Main pledge	\$ 533,558	\$ 533,558		
Overall: projected revenue - projected expenses	\$ 652	\$ 2,167	i.e. proposed budget is balanced, @ net +\$652	
Accounts	2026-7		2025-6	
	Proposed budget, May 2026	Proposed budget supported at the April 2026 meeting	Last year's approved budget	5/6 year actuals, through April, 2025
5552 Buildings Contractual Maintenance	\$ 13,840	\$ 13,840	\$ 12,270	\$ 8,079
5553 Bristol Fund Expense (B&G)	\$ 3,259	\$ 3,259	\$ 3,259	\$ 658
5554 Summit House Maintenance Expenses	\$ 1,500	\$ 1,500	\$ 1,500	\$ 798
5556 Grounds Contractual Services	\$ 5,800	\$ 5,800	\$ 7,000	\$ 4,660
5558 Buildings Floor & Carpet/Waxing & Deep Cleaning	\$ 2,500	n/a	n/a	n/a
5559 Gardens and Grounds Expenses	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,043
5560 Buildings & Grounds Reserve Expense	\$ 2,500	\$ -	\$ 3,000	\$ 3,000
5562 Facility Improvement Projects	\$ 8,500	\$ 8,500	\$ 4,419	\$ 4,419
5563 Furniture & Equipment	\$ 100	\$ 100	\$ 750	\$ 57
	\$ 42,999	\$ 37,999	\$ 37,198	\$ 26,216
5600 Personnel Expenses				
5610 Payroll - Benefits				
5611 Dental Insurance	\$ 1,965	\$ 1,965	\$ 1,758	\$ 1,905
5612 Health Insurance	\$ 36,500	\$ 39,753	\$ 30,467	\$ 27,474
5613 Life Insurance	\$ 1,675	\$ 1,651	\$ 2,154	\$ 1,400
5614 Long Term Disability	\$ 2,625	\$ 2,457	\$ 3,752	\$ 2,185
5615 Pension	\$ 28,352	\$ 28,352	\$ 24,225	\$ 21,389
	\$ 71,117	\$ 74,178	\$ 62,356	\$ 54,352
5620 Wages & Payroll Tax				
5621 Wages, including Minister Housing Allowance	\$ 313,945	\$ 313,945	\$ 305,271	\$ 275,841
5622 Payroll Taxes	\$ 10,248	\$ 10,248	\$ 15,989	\$ 12,273
5623 Payroll - Payment In Lieu of FICA	\$ 13,768	\$ 13,768	\$ 7,365	\$ 7,708
5624 Minister Housing Allowance included in wages	n/a	n/a	n/a	
	\$ 337,961	\$ 337,961	\$ 328,625	\$ 295,822
5630 Professional Development Expenses				
5631 Lead Minister Prof Expenses	\$ 2,500	\$ 2,500	\$ 3,000	\$ 1,284
5632 Minister of Faith Development Prof Expenses	\$ 5,500	\$ 5,500	\$ 6,000	\$ 3,800
5633 Operations Manager Professional Expenses	\$ 500	\$ 500	\$ 1,250	\$ 206
5634 Dir of Music Prof Expenses	\$ 500	\$ 500	\$ 750	\$ 367
	\$ 9,000	\$ 9,000	\$ 11,000	\$ 5,657
5640 Payroll Processing Fees				
5650 Workers' Compensation Insurance	\$ 5,216	\$ 5,216	\$ 5,900	\$ 4,475
5670 Sabbatical Reserve Expense	\$ 924	\$ 924	\$ 1,500	\$ 684
	\$ 500	\$ 500	\$ 500	\$ 500
	\$ 6,640	\$ 6,640	\$ 7,900	\$ 5,658
5700 Financial Services Charges				
5710 Bank Fees	\$ 75	\$ 150	\$ 150	\$ 13

Pledge Drive Main pledge	\$ 533,558	\$ 533,558		
Overall: projected revenue - projected expenses	\$ 652	\$ 2,167	i.e. proposed budget is balanced, @ net +\$652	
Accounts	2026-7		2025-6	
	Proposed budget, May 2026	Proposed budget supported at the April 2026 meeting	Last year's approved budget	5/6 year actuals, through April, 2025
5720 Financial Service Fees	\$ 5,000	\$ 5,000	\$ 4,000	\$ 3,796
5730 Credit Card Fees	\$ 50	\$ 50	\$ 50	\$ -
	\$ 5,125	\$ 5,200	\$ 4,200	\$ 3,809
5800 Debt Service				
5801 Payment on 2019 Unsecured Loan	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
5802 Summit Bonds Interest	\$ 5,775	\$ 944	\$ 5,775	\$ -
5900 General Operating Reserve (Contingency)	\$ -	\$ -	\$ 6,000	\$ 6,000
	\$ 10,775	\$ 5,844	\$ 16,775	\$ 11,000
6000 Program Expenses				
6020 UUA Annual Program Fund	\$ 9,000	\$ 9,000	\$ 5,000	\$ 5,000
6100 Worship Expenses				
6110 Worship Supplies and Subscriptions	\$ 400	\$ 400	\$ 400	\$ 233
6120 Guest Preacher	\$ 1,800	\$ 1,800	\$ 750	\$ 1,865
	\$ 2,200	\$ 2,200	\$ 1,150	\$ 2,098
6130 Music Expense				
6140 Pianist	\$ 5,600	\$ 5,600	\$ 3,600	\$ 3,375
6150 Abrahamse Fund (Music) Expense	\$ 821	\$ 821	\$ 774	\$ 774
6160 Instrument service	\$ 850	\$ 850	\$ 1,050	\$ 369
6170 Music Supplies	\$ 250	\$ 250	\$ 250	\$ 250
	\$ 7,521	\$ 7,521	\$ 5,674	\$ 4,768
6200 Faith Development				
6210 Cheetham Fund Expense (RE)	\$ 851	\$ 851	\$ 826	\$ 800
6220 RE Children & Youth	\$ 5,500	\$ 5,500	\$ 6,000	\$ 4,632
6230 Women's Spirit	\$ -	\$ -	\$ 100	\$ -
	\$ 6,351	\$ 6,351	\$ 6,926	\$ 5,432
6300 Beloved Community				
6310 Caring Community	\$ 75	\$ 75	\$ 75	\$ -
6320 Childcare	\$ 2,000	\$ 2,000	\$ 3,250	\$ 1,661
6330 Family Ministry	\$ 600	\$ 600	\$ 750	\$ 185
6340 Fun & Friendship	\$ 300	\$ 300	\$ 500	\$ -
6350 Inclusivity Ministry	\$ 100	\$ 100	\$ 500	\$ -
6360 Membership & Member Tracking	\$ 500	\$ 500	\$ 500	\$ 155
6370 Volunteer Coordination	\$ 150	\$ 150	\$ 100	\$ -
6380 Young Adults / Campus Outreach	\$ 300	\$ 300	\$ 500	\$ 152
6390 Campus Plan	\$ 1,000	\$ 1,000	\$ 3,000	\$ -
	\$ 5,025	\$ 5,025	\$ 9,175	\$ 2,153

Pledge Drive Main pledge	\$ 533,558	\$ 533,558			
Overall: projected revenue - projected expenses	\$ 652	\$ 2,167	i.e. proposed budget is balanced, @ net +\$652		
Accounts	2026-7		2025-6		
	Proposed budget, May 2026	Proposed budget supported at the April 2026 meeting	Last year's approved budget	5/6 year actuals, through April, 2025	
6400 Faith Witness - External					
6410 Community Partnerships	\$ 1,000	\$ 1,000	\$ 1,500	\$ 412	
6420 Interfaith Ministries	\$ 500	\$ 500	\$ 400	\$ 408	
6430 Ministry for Earth	\$ 250	\$ 250	\$ 500	\$ 360	
6440 Justice Ministries	\$ 1,000	\$ 1,000	\$ 1,000	\$ 812	
	\$ 2,750	\$ 2,750	\$ 3,400	\$ 1,992	
7000 Fund Raising Expense					
7100 Pledge Program Expense	\$ 300	\$ 300	\$ 300	\$ 95	
7200 Other Fundraising Expense	\$ 1,200	\$ 1,200	\$ 900	\$ 1,009	
	\$ 1,500	\$ 1,500	\$ 1,200	\$ 1,104	
Total Expense	\$ 607,709	\$ 598,064	\$ 586,879	\$ 498,286	84.9%
Total Income (From Row 37, above)	\$ 608,361	\$ 600,230	\$ 587,435	\$ 512,566	87.3%
Total Income minus Total Expense	\$ 652	\$ 2,167	\$ 556	\$ 14,280	2.4%

Unitarian Universalist Congregation of Charlottesville Congregational Meeting: June 8, 2025 Draft Minutes -

- **Meeting was started by President Pam McIntire at 12:30pm**

This meeting is being held by multiplatform, rather than just in-person, to ensure that as many congregants as possible can participate.

Our bylaws state that members must be present to vote at a Congregational Meeting.

ii.2 – Voting. Any member may vote if present at any meeting of the congregation held at least thirty (30) days after he/she has signed the Membership Book.

We will be voting today on positions on the Amendment of Bylaws to form the Stewardship Steering Committee. We will also be voting for positions on the Board of Trustees, and on approval of the budget

- **Pam McIntire called the meeting of the Unitarian Universalist Congregation of Charlottesville to order at 12:36pm.**

Pam reviewed the parliamentary procedures and zoom procedures.

Establishing a quorum. Our first order of business is to establish a quorum. Membership stood at 329 members as of May 4, 2025. According to our Bylaws, 10% of the membership or 33 members constitutes a quorum. May I have a report from the teller? Achsa Carrier and Bev Ryan, the Head Tellers reports: 56 members are present in person and online, which constitutes a quorum.

- **Greeting:** Pam
- **Opening Words and Chalice Lighting:** Rev. Tim Temerson
- **Approval of this meeting's agenda:** Pam

John Griffin made a motion to approve the agenda as written. Many seconded the motion. A majority of attendees voted in favor of the agenda. There being a majority vote in the affirmative, the motion carries, we have approved the Agenda

- **Annual Reports:** Bev Ryan

Annual Reports are required from all Committees and Councils. They include Committee members names and a report of accomplishments of the year and plans for the future. They are the annual report of the state of our congregational life.

They are collected on the website and in a binder in the church office and posted to the website. These were included in our published agenda and, here again is the link under Governance on the website:

Published on the website: <https://uucharlottesville.org/congregational-meetings>

- **Approval minutes of the June 9, 2024 and October 2, 2024 Congregational Meetings:**

<https://uucharlottesville.org/wp-content/uploads/2025/05/2024-June-9-2024-CONGREGATIONAL-MEETING-DRAFT-MINUTES.pdf>

and

<https://uucharlottesville.org/wp-content/uploads/2025/05/Draft-Minutes-of-Congregational-Meeting-October-2-2024.pdf>

No changes were noted and Elizabeth Breeden made a motion to accept and approve the minutes of the June 9, 2024 and October 2, 2024 Congregational Minutes. There being a majority vote in the affirmative, the minutes are approved.

- **Lead Development Minister's report:** Rev Tim Temerson

The full report is below:

<https://uucharlottesville.org/wp-content/uploads/2025/05/2024-2025-Annual-Minister-Report.pdf>

Rev Tim expounded on how happy he is with the progress we are making with the Long Range Planning objectives

Rev Leia Durland-Jones report is below:

<https://uucharlottesville.org/wp-content/uploads/2025/05/2024-2025-Annual-Report-Minister-of-Faith-Development.pdf>

- **President's Report** – Pam McIntire

Pam gave a brief summary of what we accomplished in our Long Range Plan and action items for the next year. The Long Range Plan was adopted in June 2024, and is a direct reflection of our mission statement. Many Love in Action things were accomplished and were too numerous to name. The entire report is located at:

<https://uucharlottesville.org/wp-content/uploads/2025-05/Presidents-Annual-Report-2025.pdf>

- **Treasurer's Report-** Kay Frazier

Pam: The next item of business is the Treasurer's Report. The budget for 2024/2025 will be voted on later in the meeting. Our treasurer, Kay Frazier, has submitted a written report which was distributed with other meeting materials that were sent to you. Anyone who does not have one can put a note in the Chat box or raise your hand if you are present in person and we will make sure to get it to you by email or snail mail. It will also be available in the meeting minutes on the church website:

<https://uucharlottesville.org/congregational-meetings>

- **Election of Board of Trustees members and congregational elected committees**

The slate includes:

Board of Trustees

Board President – Carol Gardner, 2025-2027

Board Treasurer- Jimmy Gorham, 2025-2027

Board-at-large – Ellie Syverud, 2025-2028

Board-at-large – Kim Grover, 2025-2027
Personnel Committee:
Keith McGlamery, 2025-2028
Michael Mott, 2025-2028
Steve Brecker, 2025-2026
Nominating Committee:
Bev Thierwechter, 2025-2027
Elizabeth Breeden, 2025-2026
Katherine Maus, 2025-2027
Janine Jakim, 2025-2027

Pam thanked the nominating committee for their work on organizing the slate of nominees. Pam moved to other nominations and there were no nominations from the floor and no discussion.

Pam said with no nominations from the floor and each position having as many candidates as open positions, she declared the nominees are elected by acclamation.

Pam congratulated the newly elected Board and committee members as well as the volunteers and leader who keep the congregation running.

Pam thanked the board members stepping off: Kay Frazier, Renee Brett and Sylvie Semmelhack as well as the Nominating Committee members, who finished their terms. Lastly, Pam thanked the Personnel Committee members who have worked hard and finished their terms.

- **Amendment of Bylaws to form the Stewardship Steering Committee**

The purpose of this amendment to the bylaws is to add the Stewardship Steering Committee as a Board Appointed Committee.

The text of the bylaw change was included in the packet mailed out and a link was provided in the announcement email.

Tammy Wilt motioned to approve this amendment and there were various second approvals.

Pam opened it up for discussion, no discussions noted and there was a majority vote in the affirmative, the motion carries, we have approved the bylaw amendment.

- **Presentation of the Budget for 2025-2026 for approval**

Kay went through the budget, as we have a balanced budget for the year. There are ongoing items that will need to be addressed with future repairs/upgrades. The church has done well within working in the budget guidelines. The budget information can be found:

<https://uucharlotteville.org/wp-content/uploads/2025/05/ProposeBudgetMemoFY25-26.pdf>

<https://uucharlotteville.org/wp-content/uploads/2025/04/FY26-Proposed-Budget-Summary-Final.pdf>

Kay moved to accept the budget as presented, Chris Little seconded and Pam opened up for discussion. There was discussion on how the church may need to address future expenditures, including if a capital campaign may be needed.

Pam asked for approval of the budget as presented. There was a majority vote in the affirmative, the motion carries, and the budget has been approved.

- **Appreciation of outgoing leaders**
- **Closing words and extinguish the chalice** by Rev Leia Durland-Jones
- **Motion to adjourn**

Ellie Syverud made a motion to adjourn the meeting and many seconded the motion. The meeting was adjourned at 1:30pm

There being a majority vote in the affirmative, the motion carries, and the Congregational Meeting of the Unitarian Universalist Congregation of Charlottesville was adjourned.

Minutes respectfully submitted by Tammy Wilt, Board Secretary

Annual Reports 2025-2026

Aesthetics Committee

The Aesthetics Committee met once this year.

The Aesthetic Committee (Elizabeth Breeden, Lorie Craddock, Bev Gorham, Kim Grover) approved the color of the trim and walls of the Social Hall, Ramp Hallway and Lower Hall. There is a recording of all of the colors of paint used in the church on the website.

Submitted by Elizabeth Breeden

Altar Decorations

Committee Chair: Patty Wallens

Members: Lauren Doran, Bonnie Hansen, Debby Norton, Patty Wallens

We meet monthly to create the altar decorations for the month. Designs reflect the ministerial monthly theme, holidays and the seasons. We communicate with the ushers so that they can light candles and/or turn on lights that are part of the display. We take photos for use in the weekly email and the website. We also gladly work with congregants as needed to adapt/modify/create altars for special events such as weddings and memorial services.

In June and July, Walter Hoffman graciously agreed to provide fresh flowers from the garden for the Sunday services.

Archives

Members: Wayne Arnason and Sally Taylor

Continues to be inactive this year

Art Show

Committee Member: Elizabeth Breeden.

The Art Show is in our Sanctuary and on our website:

<https://uucharlotteville.org/?s=art+show> and is exhibited for 2 months. The shows for 2025-2026 were:

July August	Jeff McCormick & his Mom
September/October	Kris Bowmaster
November/December	Season of Light
January/February	Tom Larson
March/April	Adrianna Nicholson
May/June	John Anderson & Jackie LaPierre

In addition, each December we invite church artists and crafters to display their wares for sale between Thanksgiving and Christmas. All artists and crafters donate 10% of sales back to the congregation.

Submitted by Elizabeth Breeden

Building Committee

Members: Lorie Craddock, Elizabeth Breeden(co-chairs), Jude Bias, Beverly Gorham, Kim Grover. Ex officio: Steve Rogers, Facilities Manager

The Building Committee works in partnership with the Church Administrator to create a budget for the ongoing maintenance of the church building and of Summit House. Although the Church Administrator signs vendor contracts, the Building Committee researches improvements and large contractual commitments and takes them to the Board for approval.

Projects from Last year's to-do list:

- **The lights in the Social Hall were repaired.**
- **The tiles in the Social Hall, Office Hall and Ramp Hall were replaced (\$23,985) using a generous grant from the estate of Satyendra Huja.**
- **The water heater in the crawl space below the office suites was replaced (\$3141)**
- **Refrigerator in the kitchen replaced (\$989)**
- **Emergency Christmas Day Fire Pull (\$2581)**
- **Floor under refrigerator replaced (\$775)**
- **Summit Parking lot light added (\$249)**
- **Social Hall Door replaced (\$7316)**
- **Summit Fire Panel replaced (\$5920)**
- **Lower Hall baseboards and drywall replaced due to flood damage (\$1470)**

We are planning to grade, level and tamp with crush n run the Summit House parking lot (\$3750)

Submitted by Elizabeth Breeden

CareNet (25-26)

Members: Lara Call Gastinger & Sandy Brooks

CareNet is a network of all members and supporters of UU Congregation of Charlottesville designed to help members and supporters of our community during times of special need. We speak with the person needing assistance to determine their needs and place requests via email. CareNet efforts are coordinated with Pastoral Visitors and the ministers. CareNet provides meals for church members using www.takethemameal.com to coordinate meal delivery.

Communications

The Communications Committee works to enhance relations within our church community, broaden our outreach, and sustain and strengthen our connection with one another. The committee maintains the UUCville website, adding and updating content submitted by staff and congregation members. Weekly, the committee posts information

about upcoming worship services, news, events, and activities within our congregation. The committee also posts to the congregation's social media accounts:

Facebook: <https://www.facebook.com/UUCCharlottesville>

Instagram: @uucharlottesville

YouTube channel: <https://www.youtube.com/@unitarianuniversalistcongr1794>

BlueSky @uucville.bsky.social

The Communication Team, in coordination with the Membership Committee and the ministers, also manages the UUCville private Facebook page.

On request, committee members work with staff and congregation members on other communications projects, such as the Wednesday and Friday newsletters, the pledge drive newsletter, and newsletter posts, as well as special social media posts for committees, and creating brochures, posters, and forms.

2025-6 Committee members include Jude Bias, Achsah Carrier (Board representative and committee chair), Joanna Hickman, and Angela Orebaugh. Rev Tim also attends our meetings. Angela creates videos for us. Jude does design, photography, as well as writing and posting content on the website, Instagram, and Facebook, and is an administrator of our Facebook account. Joanna keeps our Sunday service information up to date on the website and is an Administrator of our Facebook account.

We have done the following, as well as other smaller tasks:

- Created the 2026 Pledge Drive theme, logo, and supporting collateral, and produced weekly newsletters highlighting the congregation's many activities.
- Worked with a tech consultant to resolve backend website issues and improve site functionality.
- Assisted the Committee on Ministry (COM) in communicating their reports to the Congregation.
- Help educate the congregation by creating an email regarding Email Safety and Phishing Scams.
- Helped the Stewardship Steering Committee with their newsletter posts and made improvements to the stewardship section of the website, pledge pages, and info regarding Breeze.
- Created collateral material for the Planned Giving Committee, as well as creating and adding information to the website.
- Assisted the Yardsale team in promoting the UUCville yardsale through the website, posters, and social media.
- Assisted Auction Committee in creating and promoting the Fall Auction (Auctria).
- Participated in the Stewardship Steering Committee's Service Fair.
- Maintained a Take Action page on the website.
- Assisted the Board of Trustees in disseminating information about monthly board meeting information, President's and Treasurer's monthly reports, and the 2026 Congregational meeting.

· Posted weekly, more attractive announcements created in Canva about Sunday services.

Covenant Groups

Coordinator: Diana Scott

We've had a modestly successful program this year with a goal of promoting and forming new covenant groups. I attended the activities fair early in the year and wrote notices for the newsletter intending to let people know of the wonderful opportunities to form connections through small groups.

We hoped to offer a daytime in-person group as well as an online evening group on zoom. Not surprisingly, the predominant interest was in in-person meetings and there were numerous people interested in a daytime group. A new covenant group was formed, meeting Tuesdays from 10-11:30 with 9 women. I am currently coordinating that group with the intention of modeling how topics are presented (chalice lighting, check-in, readings, introduction of topic and questions). Recently, group members have volunteered to present topics, so I am pleased that there is interest, curiosity and trust - really important components of a healthy covenant group. The group has formed strong interpersonal connections with each other and the church.

My efforts to offer an evening zoom CG did not elicit enough interest. While we had 5 people interested, it was difficult to find an evening and time that was convenient for all. I put a note in the newsletter about starting a zoom group in January, thinking that a half-year, winter group might appeal to people busy with work and families but there was little interest.

I really think people are seeking the in-person experience for making a commitment to joining a covenant group. I have recently come into contact with several older members who aren't coming to church much but are regretting the loss of connection with the church. Rev. Tim and I are meeting later this month about covenant groups and also to think about restarting Active Minds, a weekly zoom drop-in for seniors that does not require a commitment of several months but is social and UU.

Goals for 2026-27:

The desire for in person CGs means that I need to focus on identifying people who would be willing to coordinate a group. Originally, people in CGs would go on to form a new CG, but most people (myself included) don't want to leave their group! For next church year, I'm going to focus both on maintaining and supporting our current groups and identifying leaders for new groups - particularly for those interested in in-person evening groups.

I would like to create a "pew card" for our mostly-empty pew card racks in the sanctuary that promotes small groups here. I know the website is a great resource, but I think people still glance at attractive, written materials and it could spark interest and then be tucked in a pocket.

I really appreciate the support of the ministerial and support staff for ideas, discussions and help!

Faithfully,
Diana Scott

Honoring Elders Garden Party

The Honoring Elders Brunch was held on Saturday, November 1, 2025, continuing an annual tradition since 2006. All members ages 70 and up were invited. The preparation for the event included review of the "70 and Up" tag in Breeze to ensure everyone was captured, even if they didn't have a DOB in the system. We also tabled at the Service Fair, to ensure awareness of the event. Paper invitations were sent to those who did not visit the table at the Service Fair. Out of over 140 people invited, we had about 50 people attend a lovely brunch. Organized and hosted by: Tamera Helms, Carol Gardner, David Shutt, Christine Johnson, Nancy Hurrelbrink, Cathy Lawder, Heather Powell and her kids, Alicia Lee, Jude Bias, Cindy Dent, Leslie McFaden, Mary Beth Wiley, Kate Soderman, , Bev Gorham, Lorie Craddock, Ann Salamini, and Kasha Viets-Wood.

Finance Committee

Finance Committee

Group/Committee Name: Finance Committee

Chairperson(s): Donna Redmond

Group/Committee Members:

Jim Gorham (Board Treasurer), Gloria Morgan, Carol Saliba, Rosalie Simari, Doug Webbink

Group/Committee Overview:

We act as an oversight committee and advise the Treasurer and the Board on financial matters, including the creation of a budget. Additionally, we consider gifts and fundraising requests and other issues related to the finances of UU C'ville.

2025-2026 Accomplishments:

The Finance Committee assisted in the preparation of the FY26-27 budget for Board approval, including several budget drafts. We continued to monitor monthly financial reports created by the Operations Manager.

Other activities:

The committee is interested in having a deeper understanding of the church finances: where the money comes from, how it's allocated and tracked, and how to better understand the monthly reports. Jim Gorham has been researching the bond funds we hold, and the committee has been learning about them along with him. Sandra has restructured the Chart of Accounts in QuickBooks, which makes the monthly reports

easier to understand and helps us get a clearer understanding of the financial position of the church.

The committee recommended moving a portion of the checking account into a money market account, so that interest may be earned on money that we don't need immediately accessible.

Jim shared the proposed process for congregants/committees to access the reserve fund. After discussion, the Finance Committee voted unanimously to support adding the following statement:

The Building Committee may wish to pursue one or more special projects that require additional funding beyond that in the congregation-approved annual budget. In such cases, the Finance Committee recommends that the Building Committee initially turn to the Bristol Fund, rather than to the Buildings & Grounds Reserve Fund. The Bristol Fund is supported by a trust that replenishes its funding annually. The Buildings & Grounds Reserve Fund is not automatically replenished, and should be accessed by the Building Committee only for projects considered to be urgent / emergent.

The Finance Committee continues to meet monthly on Zoom and conduct business by email as required.

2026-2027 Goals:

Continue with budget preparation activities and monthly review of financial reports. Advise the Treasurer and the Bookkeeper on policies and procedures, as well as revenue enhancement and expense reduction opportunities. Approve gifts and expenditures as required.

Submitted By: Donna Redmond, Finance Chair

Food Ministry

The Food Ministry is both the active outreach to the larger community through the Food Pantry and the Soup Kitchen but is also the support for our own members through grocery gift cards and fresh vegetable giving Sundays.

The Food Pantry has 30 volunteers who distribute food received from the Food Bank each first Friday of the month. We spent on the average \$250 a month for 1,260 pounds of food which we distribute to an average of 31 households that represent 95 individuals. We spend \$250 per month to buy toiletries and cleaning products. Each month we distributed food from the Food Bank as well as fresh vegetables from the gleanings of the Society of St. Andrew (Liberty Powers help) and bakery items from Whole Foods (Caroline Heins work). We provided gift cards to Food Pantry clients in lieu of turkeys in November and December.

We also provide our ministers with gift cards for church members in need. These are distributed at Thanksgiving and Christmas and throughout the year.

The Soup Kitchen is an effort to feed lunch to those in need at the HAVEN every Sunday. The team leaders are Bonnie Hansen, Mark Foley, Elizabeth Breeden, Hannah Baran, Susan Kaufman and Nancy Hurrelbrink. Each team has about 10 members and we feed about 60 people each week. Team members provide food using their own contribution.

The Food Ministry Social Action Collection Appeal also pays for supplies for feeding the guests of PACEM.

Submitted by Elizabeth Breeden with information from Rosalie Simari

Gardens and Grounds

This past year G&G was able to accomplish the following:

- Applies fresh mulch around all shrubs and grounds along Edgewood Drive.
- Pruned/trimmed/cut back the shrubs and bushes along Edgewood Drive.
- We were able to remove all the cages placed around our shrubs to protect them from neighborhood dogs. We purchased, and installed, new fencing to act as a barrier between our grounds and the sidewalk. We are hoping responsible dog owners and young bike riders will respect the new demarcated areas.
- The corner of Wayside and Rugby has been reworked and reinforced with Japanese Pachysandra for fighting ground erosion. Dead plants have been replaced. New plants have been placed in areas neighborhood pets have worn a path and killed existing plants. Extra barrier fencing was purchased and will be installed soon to try and demarcate an area to not let pets/people to walk in. We may put small signs also. 55 Pachysandra plants have been replaced from dog watering!
- Mulch chips were applied to the entire area of lower Wayside. Chips were free.
- Chip Mulch was also spread in front of Summit House and around the social hall.
- Reworked the Native Plant garden without cost to the church.
- All boxwoods and Azaleas are being trimmed and treated with plant food, fertilizer, and other health treatments. Thanks to our new subject matter expert, Francis Powell.
- Walter had a very successful seed give away of our native plant seeds. Harvested from UUCC by him.

- This past year we have had independent project workers and some faithfully area workers that are greatly appreciated.

- Burnie Davis and Sandy Brooks rebuilt and replanted the large bed of plants and flowers between Summit House and the parking lot. They also beautified the beds that run along the walkway beside the church offices.

Burnie also helped sort and pack the native plant seeds that Walter gave out to church members.

We recently lost Burnie and would like to recognize his and Sandy's YEARS of EXTENSIVE work with G&G at our church. They have donated a massive amount of time and resources to our G&G at UUCC.

- Lori Craddock and Tamera Helms rebuilt and replanted the large bed on the other side of Summit House.

- Tamera Helms rebuilt the RE children's garden.

- Francis Powell will be leading the Boxwood and Azalea project with assistance from Walter Hoffman and Beth Stafford.

Thank you and my best,

John Nolen

Hospital Meal Packet Program

UUCville continues to support the Social Work office at the UVA Hospital with Meal Packets on a regular basis. The program is coordinated through the RE Committee and Terry Epp. Approximately every six weeks, an assembly day is scheduled with one of the RE classes. It is a great opportunity for our school age children to help local families in need and practice putting Love into Action.

The Hospital Meal Packet program provides healthy, non-perishable food to people that have friends or loved ones at the UVA Hospital and are unable to afford food during their stay. Each meal packet is intended to provide one person with enough food for one day. In addition to the food, a card with words of loving kindness from UUCville is included.

Hospitality

No report

Labyrinth Ministry
(Waiting for Current Report)

Labyrinth Ministry members: Rev Leia Durland Jones, Patty Wallens, and a number of congregants and community members who gather for specific events.

The Labyrinth Ministry offers opportunities to the UUCville Congregation and the larger community to experience the spiritual practice of walking the labyrinth, either on one of our 4 physical labyrinths or by "walking" with a finger on a finger labyrinth.

We have offered a number of opportunities this year. On New Year's Eve, we held an open walk and people of all ages walked the outdoor labyrinth. There was a table offering slips of paper to write down hopes/dreams/affirmations for the coming year (these were tied on a wreath which is in the church for the year) and to write down what needs to be released from this year (these were burned in a home wood stove). On February 21-22, we were able to offer the Women's Dream Quest at church, facilitated by Judith Tripp, and organized by the Dream Quest Planning Circle, with 45 women attending. We were able to open the large Chartres-design canvas labyrinth in the Social Hall, and this was the focal point for the retreat, walked many times throughout the retreat. We are planning to participate in World Labyrinth Day on May 3 by holding a walk on the outdoor labyrinth from 1-2 pm, in solidarity with labyrinth walkers around the world.

Membership Committee

Committee Members in 2025-2026: Kate Soderman, David Shutt, Beth Jaeger-Landis, Sarafina Wipf, Carol Temerson, Judith Zwillich, Scott Muir, Bob Brett and Rev. Tim Temerson.

In Fiscal Year (FY) 2025-26, the UUCville Membership Committee (MC) continued to work with Rev. Tim in support of his leadership and guidance of our congregation's Membership Ministry. Rev. Tim has been, together with our committee's lay leaders and committee members, ensuring that warmth, active welcoming, and an accelerated and guided path towards membership (signing the Membership Book) continues to be the norm for how UUCville does Membership.

The MC chose, once again, to not have a named Chair this year, but to function with Chair responsibilities spread among its members. The MC also welcomed friends and members to the MC/Greeters table during the church wide Service Fair in September 2025. Our ongoing initiatives are listed below.

Newcomers Circles and New Members & Friends Classes (and a couple potlucks):

Nine Newcomers Circles were facilitated by Rev. Tim and Kate this FY. (August 10; September 14, October 12; November 2; December 14; February 22; March 15; April 19; May 24; June 14) With a grand total of 55 people attending.

Two New Members and Friends Classes were held this FY in November 15, 2025 and May 9, 2026, attended by 31 people resulting in the signing of the Membership Book of many attendees.

Greeters Program:

The Greeters Program continued this FY to be a bright and welcoming small group of folks who do a great job each Sunday. A few new members joined this bright and smiling group this year. The team attended a training session on September 28th.

The Welcome Table (plus Bulletin Board):

The Welcome Table continues to provide new attendees and longtime congregants alike with a smiling face and table covered in information. Spearheaded by Kate, name tags are provided, information on newcomers is gathered, and just a loving warm welcome is given. It's the go-to place for those looking for our true welcoming essence.

Also, the MC bulletin board space inside the Edgewood Lane entrance, organized by Sarafina, has continued to offer current information and may be the best bulletin board in the entire church.

The Connections Table (Newcomers Table):

The Connections Table has grown to a two-table welcoming red clothed landing place for new folks and longtime congregants, in the social hall, who are eager to answer questions and provide historical information.

New Member Recognition Ceremony:

The New Member Recognition Ceremony will be (as of the writing of this report) held Sunday, May 17, 2026. Since the last ceremony 32 people have signed the Membership Book.

Summary:

The Membership Committee grew by three new members this year (Judith, Carol and Scott). The group did an amazing job of providing a welcoming presence for our new and potential members. It has been uplifting, and encouraging, to have so many people entrust this loving community to be a safe haven for them. The Membership Committee continues to be committed to assisting Rev. Tim and the congregation to make sure the membership ministry remains a robust and dynamic asset to this community.

Submitted by Bob Brett

Ministry for Earth

2025-2026 has been a busy year for the Ministry for Earth at UUCville! We are pleased to report that we are seeing more participation in MFE activities and events and more members taking on leadership roles, which is really encouraging.

Here are some of the things we have accomplished:

We purchased 21 **Carbon Offsets** from Bonneville Environmental Foundation:

Our purchase- the equivalent to the reduction of 46,297 lbs of carbon dioxide equal to 55,665 vehicle miles traveled - combined with that of other BEF partners, represents a significant funding source that helps ensure continued innovation in addressing greenhouse gas emissions reductions.

Our member Marguerite David researched the possibility of using UUCville grounds as a Community Supported Agriculture distribution site. As an outcome of this research, we coordinated with UVA's Morven Kitchen Garden to host 2 **Farmers Markets**. In addition to bringing fresh produce to our church grounds, MKG surveyed the congregation and surrounding neighborhoods to gauge interest in having the church be a CSA distribution site in the future. We plan to host more farmers markets with them in the future.

We co-led the 2025 **Earth Day Service** which this year was focused on food, spirituality and sustainability. In conjunction with our theme, we offered Piedmont Environmental Council's Buy Fresh Buy Local Guides to the congregation. We appreciated the positive feedback we received from that service.

We hosted both fall and spring **Sustainable Eating Potluck** events to encourage members to cook and eat more sustainably.

Our member Kara Menfi organized and hosted a **Climate Future Film Festival** in conjunction with Cville100 at the Northside Library attended by approximately 35 people. The Festival is a collection of award-winning drama, documentary, comedy, and animation short films that address our many possible climate futures.

We helped plan and execute a **Social Action Fair** featuring local environmental and criminal justice organizations; we solicited and coordinated the environmental groups that participated in the Social Action Fair.

We coordinated the solicitation of local environmental groups for the **Social Action Collection** for May and then offered a survey to the congregation to help determine which group would be chosen.

We provided regular monthly **newsletters** to our 60 member MFE list outlining positive environmental actions being taken around the country and the world and alerting our members to actions that they can take to help save our environment, including calls to legislators and community workdays.

Our members Ann Salamini, Kara Menfi, Joan Kast, and Tamera Helms were responsible for the collection and disposal of compostable materials after every Social Hall event. We encouraged the use of cloth napkins at all social events to promote sustainability.

We are pleased and proud of this year's accomplishments, and we look forward to continued growth and action in 2026-2027!

Ellie Syverud & Kim Grover, co-chairs

Nominating Committee

Nominating Committee:

Members: Beverly Thierwechter, Elizabeth Breeden, Janine Jakim, Katharine Maus, John Griffith (Board Rep), Tim Temerson (ex officio)

V.6 Terms of Office. Officers of the Board will serve two years in their positions. At-large members shall serve three-year terms. Officers shall not serve more than two consecutive full terms in the same office. An at-large member may only serve one 3-year term in that position. The President and Treasurer shall be elected in the same year, and the Vice President and Secretary shall be elected in the alternating year. The terms of the at-large members shall be staggered so that no more than two at-large positions expire in any given year. More than half of an unexpired term shall be considered a full term. No member of the Board may serve more than six consecutive years on the Board but may serve again after a two-year absence from the Board.

We have filled the following positions:

Board Vice President: 2-year term: **John Griffith: 2026-2028**

Note: John can only serve this term since he has been on the Board for 4 years and can only serve for a total of 6 consecutive years

Board Secretary: second 2-year term: **Tammy Witt: 2026-2028**

Note: (same as John)

Two At large Board: 1st 3-year term: **Meg Dunham: 2026-2029**

1st 3-year term: **Coretta Powers 2026-2028**

Two Personnel Committee: 3-year term: **Susan Erno: 2026-2029**

3-year term: **Sharon Baiocco: 2026-2029**

Two Nominating Committee: 2-year term: **Sammy McGlammery 2026-2028**

2-year term: **Jed Devine 2026-2028**

Last year's Board (from website)

Carol Gardner – [President](#) (1st 2-year term 2025-2027)

Bev Ryan – [Vice President](#) (2nd 2-year term 2024-2026)

Jimmy Gorham – [Treasurer](#) (1st 2-year term 2025-2027)

Tammy Wilt – Secretary (1st 2-year term 2024-2026)

Ellie Syverud – At Large (1st 3-year term 2025-2028)

Achsah Carrier – At Large (1st 3-year term 2023-2026)

John Griffith – At Large (1st 3-year term 2023-2026)

Ashley Cooley – At Large (Board appointed, filling the remaining 2 year term of Chris Little 2025-2027)

Kim Grover – At Large (filling the remaining 2 year term of Sylvie Semmelhack 2025-2027)

Note: Kim can fill another 3 year term. Jimmy may be under the same rule as John and Tammy in that he cannot fill another Board 2 year term since he has been on the Board when his term expires in 2027

PACEM

Committee Members: Elizabeth Breeden, Linda McGee, Ellen Longmoore, Gloria Morgan, Beverly Gorham, Mandy Griffin, Jean MacGinnis

We hosted the Men of Pacem from December 30, 2025 to January 12, 2026. Dinner help was provided by Ebenezer Baptist Church, City Church, Zion UMC, Serbian Orthodox Church and the VFW ladies. During the PACEM season we also provided food at other churches who were hosting both for the Men and for the Women.

Pastoral Visitors Annual Report 2025- 2026

Members: Cindy Benton-Groner, Joan Kast, Ellen Longmoore, Shirley Paul, Rosalie Simari, and co-chairs - Patty Wallens and Meg Dunham

The Pastoral Care Team continued to provide support to congregants through in person visits, zoom, phone calls, emails and/or texts.

Pastoral Visitors meet monthly with Rev Tim Temerson to discuss congregant contacts, to support each other and to provide ongoing education regarding topics relevant to our work. Our monthly meetings offer Pastoral Visitors an opportunity to connect, support each other and to keep each other updated regarding congregants. In addition to supporting each other this time is used to discuss and problem-solve some of the challenges that arise in our work. Our commitment to our congregants is to provide a confidential listening presence, with the explicit understanding that necessary information is shared within the pastoral care team to ensure both continuity and appropriate care.

Patty and Meg also meet a few times a year with Revs. Tim and Leia to discuss congregants and how our team might be able to support them.

Rosalie Simari sends bereavement cards on behalf of the congregation. The cards contain a CareNote on grief in the first year after a loss and information about grief support in the community and through Pastoral Visitors.

This year, our co-chairs offered three extended meetings for enrichment and education of our team. Topics covered in those meetings were The Pause Practice (from Until My Memory Fails Me), holding space as a practice for our congregants and ourselves, and the practice of choosing curiosity instead of judgment.

We continue to provide a physical presence on Sundays by having a member of our team stand by the bowl as members of the congregation come forward to put pebbles representing their joys or sorrows in the water. Then, following the service that same Pastoral Visitor is available in the back of the sanctuary for 15 minutes to be present with anyone who may have a concern to share or simply wants a compassionate listening ear. Everyone on the team has rotated into this role each Sunday. This practice has been well received and has been an honor for each of us as a way of holding space for others. We continue to average about one person every other week stopping by to talk with the team member who remains after the service. We have received positive

feedback from congregants about our presence during and after the services. Several times, people new to our congregation have stopped to share a concern with the team member after the service. Sometimes people who stop by request ongoing support through Pastoral Visitors, other times people say that being able to voice what was of concern and being heard is all that is needed.

When a congregant is assigned a Pastoral Visitor, we provide them with an introduction card that spells out our role and boundaries including that what is shared with your pastoral visitor may be shared with the team, but no further, to help us support each other and our congregants. In addition, this makes it easier for another team member to fill in if one of us is unable to be in touch for a while due to travel or medical needs. The card also states how to reach us.

This year Susan Erno decided to leave the team to pursue other opportunities, and we welcomed Joan Kast onto the team.

Submitted by Patty Wallens, co-chair of the Pastoral Care Team

Personnel Committee

Chair: Bob Brett

Committee Members: Cathy Lawder, Keith McGlamery, Steve Becker, Michael Mott, Bev Ryan (Board Liaison), Rev Tim Temerson (ex officio).

Committee Overview: This committee reviews personnel needs, roles, job descriptions, policies and compensation packages related to the congregation's paid staff. When appropriate, the committee makes recommendations to the Lead Minister or the Board of Trustees regarding these items. This committee is also tasked with facilitating the annual performance evaluation process at UU Cville.

Committee Accomplishments 2025-2026:

- Performance evaluations – completion of 6 month evaluations for the following staff: Bryn Malone (RE Assistant) and Nash Ford (Office Assistant). Where the evaluation identifies changes needed in the job description, the committee will work with the supervising staff member to complete those. This continues to be an area of challenge, as the evaluations can be critical in dealing with performance issues, yet supervisory staff are understandably very busy with other critical issues that continue to displace the evaluations.
- Compensation – in the winter of 2026, the committee closely reviewed the UUA salary recommendations and set out our priorities for this year (in this order): get the Minister of Faith Development position to at least 90% of midpoint, try to get closer to a living wage, ensure equity between positions of a similar level of responsibility (especially gender equity), and get closer to having all staff paid at or above the UUA minimum (90% of midpoint) for their role and experience. The committee worked with the Finance Committee, Treasurer, Lead

Minister and Board of Trustees to set out our priorities and to make more specific recommendations once the pledge drive was completed.

- Hiring and staff changes – When needed the committee is available to assist with job postings, interviews and hiring in conjunction with the supervising staff member. In this fiscal year, we had stability of in our staffing until spring of 2026. Bryn Malone, RE Assistant, submitted a resignation letter due to gaining admission to graduate school. Luckily we quickly found a replacement in-house as Nash Ford expressed interest and has been hired to take on the RE Assistant responsibilities while maintain the role of Office Assistant. However, in taking on this new role, the position of AV Tech will be vacated in May 2026. The committee is actively recruiting for that role. In addition, we continued a review of rules around classification of employees versus independent contractors, and had no new recommendations to the Board.

- Benefits – Sandra Schwartz took over management of benefits for staff in the fall of 2024, and the committee completed the Benefits Tune Up Workbook with her in the fall of 2025. This should be done again with the new Personnel Committee members in the upcoming fiscal year.

- **Payroll Backup – The committee provided a member to learn and serve as a backup to Sandra for completing and submitting payroll in case she is unable to perform this for any reason.**

- Committee members – Members Bob Brett (completed 2 terms) and Cathy Lawder (completed 1 term), will be leaving the committee at the end of June. We requested that the Nominating Committee stagger the terms of new members so that we don't have so many expiring at once. We are aware that the Nominating Committee has identified at least 2 candidates for the Committee for next year.

Policy Review Team

Members: Bev Ryan (Board Rep), Sandy Brooks, Elizabeth Breeden

Purpose: For clarity and for appropriateness of purpose, the team reviews and makes recommendations of church policies and bylaws, current and proposed, at the request of the Board of Trustees or its representative. The Policy Review Team is currently inactive.

Remembrance Garden

Remembrance Garden Members: Josie Taylor, Doug Horwitz, Wayne Arnason, Ann Salamini, Kip Newland, Elizabeth Breeden, Scott Muir, Judith Zwillich, Margaret Gorman.

This year the Garden was improved with the installation of two lights next to the pond, a cabinet to enclose the electrical work next to the pond, and a "Wind Phone," a telephone in a box to talk to loved ones who are gone. Railings were installed (\$7569) to hold another row of slates on the brick wall. We have regularly hired a gardener to maintain the gardens.

The following members or family were installed in the Garden this year:

Virginia Root James

1920-2025
J. Ellis Turner, III
1949-2016
Beverly Ann Brown Ball
1936-2026
Burnet V. Davis
1943-2026
Janice Hartman Bernhard
1930-2020

The following people signed contracts to reserve a space in the Garden:
Sharon Ann Baiocco, Kirk Bowers, Sandra Brooks, Frances Powell, Roger Powell

Spirituality Book Club (25-26)

The Spirituality Book Group launched late in 2022, with the goal of creating a safe space for spiritual exploration, discussion, friendship and more. Together we select, read, and discuss a book each month of the church year. This year we have been rotating between fiction and non-fiction books. All who embrace the group, and its mission are welcome. Members needn't feel as if they must come to every meeting, nor read every (or any) word of the book being discussed.

The group is co-facilitated by Jeanine Braithwaite and Tammy Wilt.

Our accomplishments:

- opening the group to anyone who is interested
- steadily building our membership
- discovering new books
- deepening our spirituality
- building warmer friendships
- discovering great books and authors

***Usher Committee**

Overview: Ushers Committee Members for 2025-26 include Marcia Brecker, Steve Brecker, Elizabeth Breeden, Elaine Chapman, Dinny Jensen, Gloria Morgan, John Nolen, Karen Judd. Maggie Ober dropped off after her brothers care and hasn't returned.

Usher responsibilities include preparation of the sanctuary for services, greeting congregants, helping them find seats, taking attendance, collecting/sorting/recording the weekly offering, and tidying up the sanctuary after the service.

2026 Goals:

1) Continue to recruit new members to the usher team. We still need 1- 2 new members. The traditional ways of posting on the weekly email or the annual volunteer

tabling don't work. Word of mouth is the better recruiting tool. If anyone on the board knows of a good candidate, please have them reach out to me and spread the word. I would also like to step down from coordinating the ushers as I have done it for several years, but no one currently on the team wants to take it on.

2) Continue to update the usher responsibilities and procedures as needed.

We get together every January at the Dairy Market for coffee/lunch to share ideas. It gives us a chance to see each other socially outside of the service environment, tweak our roles and responsibilities and come up with new ideas..

Marcia Brecker, Scheduling Coordinator

UUGuys

No report

Women Spirit

Women Spirit is a circle of women who gather in ritual about every six weeks to celebrate the Wheel of the Year, the progression of the seasons as marked by the solar equinoxes and solstices and the midpoints between them. We welcome all who identify as women and all non-binary folks who celebrate the feminine in their identity; we suggest a lower age limit of 14 years, or younger if they are familiar with the pagan path. Rebirthed in February 2023, Women Spirit has grown to welcome 20-45 participants at each ritual. We envision a shared path of learning and leading ritual. Our leadership currently includes Lauren Doran, Bonnie Hansen, and Janet King in a circle of eight ritual leaders who each plan and lead one celebration.

